DOCUMENT RESUME

ED 268 910 HE 019 277

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TITLE	Changes in the Employment Patterns of College-Educated Workers, 1950-75.
INSTITUTION	Educational Policy Research Center for Higher Education and Society, Washington, D.C.; Froomkin (Joseph) Inc., Washington, D.C.
SPONS AGENCY	Department of Health, Education, and Welfare, Washington, D.C.
PUB DATE	Sep 77
CONTRACT	300-76-0026
NOTE	94p.
PUB TYPE	Reports - Research/Technical (143)
EDRS PRICE	MF01/PC04 Plus Postage.
DESCRIPTORS	Age Groups; *College Attendance; *College Graduates; *Education Work Relationship; *Employment Patterns; Employment Statistics; Higher Education; *Labor Market; Occupations; Promotion (Occupational); Salaries; Trend Analysis

ABSTRACT

The employment of college-educated workers at the start of their careers and promotion patterns for older workers were studied. Attention was directed to the following concerns: the types of jobs available to young college-educated workers in the 1970s compared to the situation for their peers in the 1950s and 1960s; the effect of increased numbers of young college-educated workers on promotion opportunities for older persons with the same level of education; the labor market experience of college graduates compared to persons with some college but less than four years; and work opportunities for college-educated workers resulting from newly-created jobs or openings due to deaths and retirements. Fourteen major occupational groups were divided into four categories based on average total money earnings in 1975: (1) good, (2) intermediate, (3) crafts for men, clerical for women, and (4) low-level. It is concluded that although college graduates in the 1970s have more difficulty obtaining good entry-level jobs than their counterparts during 1950-1970, they have better outcomes than those who completed less than four years of college. The latter, in turn, have better outcomes than those workers with no college at all. Included are detailed tables on labor force mobility by education and occupation. (SW)

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A. J. Jaffe
Joseph Froomkin

EPRC for Higher Education and Society

Contract No. 300-76-0026

September 1977

HE 019 277

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This report is made pursuant to contract #300-76-0026. The amount charged to the Department of Health, Education, and Welfare for the work resulting in this report (inclusive of the amounts so charged for any prior reports submitted under this contract) is $51,000.00. The names of the persons, employed or retained by the contractor, with managerial or professional responsibility for such work, or for the content of the report, are as follows: A. J. Jaffe and Joseph Froomkin.

Note: This project was completed in September 1977 and approved for distribution by the Office of the Assistant Secretary for Education on December 14, 1978.

EPRC for Higher Education and Society

September 1977

ABSTRACT

This study deals with two topics: (1) changes in the quality of entry-level jobs for college-educated workers during the period 1950-75, and (2) the effect of the increased number of young college-educated workers upon promotion opportunities for older persons with the same level of education.

It documents the deterioration in the quality of the port-of-entry jobs for some college-educated workers, and concludes that the deterioration was most serious in the case of persons entering the labor force during the past ten years with less than four years of college education. The study subsequently analyzes the occupational distribution of workers, and suggests that those college graduates who entered the labor force more than ten years ago have equally high occupational status as their peers in earlier decades, but that recent college graduates have not overcome by 1975 the handicap of lower-level entry jobs. By contrast, workers with part-college education, ever since the 1960's, have filled less desirable jobs as compared to earlier time periods.

The increase in the numbers of college-educated workers who entered the labor force during the past five years and the concurrent decline in the number of openings for teachers were probably responsible for much of the deterioration of the occupational status of young college-educated workers. In the past, these workers, and especially college graduates, were highly dependent upon the upgrading of the occupational distribution resulting from the creation of high-status jobs in the public sector. Lately, with the increased competition for these jobs, it appears that male college graduates have preempted good jobs at the expense of everyone else with college training.

The study concludes that although college graduates are finding it more difficult to obtain good entry-level jobs than their counterparts in the '50s and '60s, they still are in a better situation than the part-college workers who, in turn, are in a better position than those workers with no college at all.

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CHANGES IN THE EMPLOYMENT PATTERNS OF COLLEGE-EDUCATED WORKERS, 1950-75

The study below attempts to answer the following questions:

1. Did young college-educated workers start their careers by filling worse jobs in the 1970's than their peers did in the 1950's and 1960's?

2. Have older college-educated workers' chances for promotion decreased because of the recent plethora of college graduates?

3. How are job opportunities for persons with a college education affected by the rates at which good jobs are created?

4. How did college graduates fare in the labor market compared to persons with some but less than four years of college education?

The past 25 years, and especially the past five, witnessed a substantial upgrading in the educational attainment of workers. During this period, the civilian labor force increased by 44 per cent, from 59 to 85 million, while the number of workers who had either some college education or four years or more of it quadrupled from 7 to 28 million.[1] As a higher proportion of college-educated women decided to seek employment, the rate of increase in college-educated workers in the labor force was far greater than the increase in their numbers. The overall participation rates of men scarcely changed, as two countervailing trends which manifested themselves in the past 25 years cancelled each other out: While younger persons increased their participation in the labor force, older

males, especially those with college degrees, were less likely to work after age 55.

Below, we examine (1) employment of workers at the start of their careers, and (2) the promotion patterns of older workers. We conclude the study by comparing the role of newly-created jobs as contrasted to positions which open up due to deaths and retirements, in providing openings for college-educated workers.

Throughout this study, we have tried to focus on the quality of jobs filled by men and women who have had either a full college education (four years or more) or have attended college for less than four years, workers whom we label as "part-college" educated. Our original data base classified workers by major occupational category (professionals, managers and administrators, clerical, sales, service, craft, etc.), and provided some additional detail for occupations which are filled mainly by college-educated workers (i.e., professional occupations were subdivided into teachers, technicians, and other professionals, while separate figures were provided for employed managers and administrators, and those established on their own account). To simplify the exposition, we have grouped the 14 major occupational groups into four categories based on average total money earnings in 1975: (1) good, (2) intermediate, (3) crafts for men, clerical for women, and (4) low-level. For both sexes, we violated our rule of ranking occupations by income only in the case of teachers; because of the relatively high status of this group (at least

compared to others), teachers were ranked among the good occupations. The groupings appear in Table 1, below.

New Entries in the Labor Force

We begin our analysis by examining the quality of the jobs obtained by new entrants to the labor force. New entries, as calculated in this study, are differentiated by educational attainment, sex, age, and occupation. They include only workers who enter the labor force during a given time period. Workers who upgraded their educational attainment since the previous enumeration are not counted as new entrants, but are reported as job movers if they changed occupations.[2]

The men who are listed as new entries in this study are generally working at their initial job. For women, however, our listings include both initial entry and subsequent re-entry after a period of withdrawal from work usually caused by family responsibilities.

Since this study is based on data provided by periodic enumerations, as contrasted to a longitudinal follow-up of a group of workers, the entries occupation by occupation are net entries and do not reflect the number of intervening job changes during a time period. If two college graduates of the same age find their first job as professionals, for instance, but one college graduate loses his professional job and becomes a policeman, our figures will just show the net entry of one professional and one protection worker.

While these limitations of the data are annoying, they do not

vitiate the usefulness of the analysis. Most of the new entries are younger persons starting out on careers. They can be expected to progress upward on the occupational ladder. Yet their chances of reaching the top depend to a great extent on their "port-of-entry" job; thus the quality of the jobs obtained by new entrants is significant, as it can be used to gauge their chances of future promotion.

We have defined entry ages (as of the beginning of the time period) as 10-29 for male college graduates, and 5-29 for males who have less than four years of college. For women, we have extended our range up to age 44 for both educational levels. Very few new entries occur after these ages.[3]

College graduates. Between 1950 and 1970, seven out of ten college graduates entered the labor force with a good job. During 1970-75, this proportion declined to six in ten. The decline was more pronounced for younger college graduates, presumably those without a graduate degree; only five in ten of these obtained good jobs. The dearth of teaching jobs, which had provided one job in five for all male college graduates in the previous decade, but provided openings only for one in ten during the more recent time period, was responsible for the decline in the quality of jobs for new entrants of all ages. In addition, younger college entrants were less likely to find professional positions in 1970-75 than during earlier periods (Table 2).

The declines were equally pronounced for women who had four or more years of college. During the previous decade, eight out of

ten college graduates entered the work force with good jobs. By 1970-75, this proportion declined to 13 out of 20. Older women entering or re-entering the labor force used to fill more good jobs than younger college graduates, but this is no longer the case. The lion's share of the decline can be explained by the decrease in the proportion of older college-educated women hired by school districts (Table 3).

Those college graduates who failed to enter good occupations had to content themselves with much lesser jobs. Thus, the proportion of male new entrants in low-level jobs increased two-and-a-half times, to 12 per cent, between 1970 and 1975. One in twenty male college graduates, as contrasted to one in thirty earlier, entered the labor market in a skilled blue-collar (craft) occupation, and one in four, as contrasted to one in five, was employed in an intermediate job. Among women, especially older women, the failure to find a teaching position resulted in a higher proportion of college graduates starting out in clerical positions. These changes accounted for slightly half of the women who would have found good jobs if past patterns of employment had continued. Two out of three of the remaining women got low-level jobs, and one of three intermediate jobs.

Part-college. The proportion of men with some college education who started employment in a good occupation declined from about one in five to one in seven between 1950-70 and 1970-75. In this instance, the decline in the quality of jobs was due to a smaller proportion of men

with this level of education being hired in either professional or managerial and administrative occupations. The decline was most pronounced in the proportion of men over 25 in 1970 hired as professionals, presumably veterans re-entering the civilian labor force. This age category of new workers was more likely to be hired as skilled blue-collar workers during the 1970's (Table 4).

Women who did not complete four years of college did not lose out in the number of first jobs in good occupations. One in five continued to fill such a position. By contrast, fewer women with part-college education obtained clerical jobs as these jobs went increasingly to college-educated women. A quarter entered the labor force in the lowest-level occupations; indeed, by 1970-75, a female new entrant was more likely to get a low-level position than to get a good job (Table 5).

Occupational Distribution

The entry job is usually not the final job of the person during the forty to fifty years of his or her working career. People who are just out of school tend to enter at a lower level of the occupational ladder and then climb this ladder through a series of job changes. It can be argued that the new plethora of college graduates may block the promotional opportunities of older persons who have less impressive educational credentials. Hence, in order to highlight the experience of the '70s compared to that of the 1950's and 1960's, we examine occupational distribution by age for both college graduates and part-college workers.

A word of caution about interpreting these figures: They have different meanings for different age groups. At the youngest ages, 20-24 for college graduates and 15-19 for those with an incomplete college education, the recorded occupations generally reflect first jobs. For older age groups, 25-29 for college graduates and 20-24 for those with some college education, our data mix new entries with those who have already upgraded themselves in the labor force. Especially in the case of men, employment changes mostly reflect occupational mobility. The difference between the occupational distribution of persons age 25-29 at the end of the period in the case of college graduates and 20-24 in the case of part-college, and the occupational distribution of the older age groups, largely represents the effects of occupational mobility.

By the time workers are in their thirties, occupational mobility generally slows down considerably. Most people remain in the same occupations for the remainder of their working lives, reaching the top-most rung of their occupational ladder by their mid 40's. The occupational distribution of older persons can thus be used to estimate the effect of mobility two, three, or more decades prior to the time of the survey. It is not germane to this study.

College graduates. As was noted in the section on new entries, more college graduates have entered lower-level occupations during the past five years than their peers did during the previous two decades. By age 25-29 in 1975, both new entries and male college graduates who stayed

in the labor force had improved their share of employment in good occupations by 11 per cent. Nevertheless, their share of good jobs was significantly lower than that of the same age group in 1970 and 1960. By contrast, male college graduates aged 30-34 had virtually identical occupational distributions in 1970 and in 1975, and the proportion of such people in higher-level jobs was even higher than in 1960. In other words, it would appear that entrants into the labor force in the last ten years are having substantial troubles making up for their lower level of entry. Nevertheless, all the workers who entered the labor market ten years ago or more are still being promoted at the fast clip of the 1960's (Table 6).

To gain some perspective on recent changes, it may be well to compare the experiences of younger college graduates in 1960, 1970 and 1975. Those between the ages of 25 and 29 in 1975 were more likely to be found in intermediate, craft, and lower-level jobs than their equivalents in 1970. By contrast, if the 1975 distribution is compared to that of 1960, one sees much less deterioration in the quality of jobs.

Male college graduates between the ages of 30 and 34, however, were as well situated in 1975 as in 1970, and were slightly better off than persons of the same age in 1960.

Both for male and female college graduates, the brunt of the deterioration in the quality of jobs in the past five years was due to lower quality port-of-entry jobs.

Nevertheless, women age 30 and over also experienced a

slight deterioration in the quality of jobs. It is surprising that this deterioration was not greater. It will be remembered that many women re-entered the labor force after age 30 and did not obtain a high proportion of good jobs. However, those who stayed appear to have improved their status, as more women entered managerial and administrative careers (Table 7).

In summary, the experiences of college-educated men and women do not appear to be very different. The younger graduates who did not find good jobs up to age 30 are being promoted no faster than in previous decades. Their occupational distribution continues to be less desirable than that of 1970. By contrast, older college graduates appear to be doing quite well and their promotion opportunities do not differ significantly from those of the golden '60s.

Part college. A much more significant deterioration in the quality of jobs was experienced by men with only a partial college education who were under age 40 as of 1975. In other words, the opportunities for this group of people appear to have worsened significantly since the early 1960's. By contrast, those who had entered the labor force before that date are as well off as those who entered in the previous decades (Table 8).

Younger women with the same level of education had no more luck in maintaining the quality of jobs than men. For those under 30 in 1975, the chances of obtaining a good job declined by well over a third between 1970 and 1975. Younger women under age 25 were meeting

increased competition from college-educated workers of the same sex in the clerical occupations, and were losing out in the share of employment. Older women, age 25 and over, were still holding on to the same share of these jobs. In other words, both men and women with fewer than four years of college education were less likely to hold good jobs in 1975 than in 1970 (Table 9).

Summary. It appeared that the rates at which older college graduates improved their job status did not change materially, and that younger college graduates did not overcome as yet the initial handicap of starting out in less desirable jobs from 1965 on even though they were promoted at the same rate as in the 1960's. The same trends were even more apparent for workers with less than four years of college education.

Occupational Change

These findings are substantiated by estimates of net mobility for workers of all ages. The rate of net mobility for all male college graduates was substantially at the same level in both the 1950's and the 1960's. In the five years 1970-75, it was a little less, a figure which is not comparable since the elapsed time is different. Compared to college graduates, males with part-college education had lower net mobility rates in all three periods (Table 10). Some 100,000 men with part college moved out of professional jobs between 1970 and 1975. We believe that the majority upgraded their educational credentials, but it

is possible that some were pushed out of good jobs by more qualified college graduates.

Overall net mobility for women college graduates remained as high in 1970-75 as in 1960-70. Among part-college women, it was virtually nonexistent in the 1970's. The net mobility for women with part college is hard to evaluate as some 70 thousand net exits out of professional, and 50 thousand net exits out of clerical jobs were observed between 1970 and 1975. The same forces operated for men and for women, but we suspect that college graduate women pushed those with part college out of clerical jobs.

Dependence on the Creation of Good Jobs

Between 1970 and 1975, the participation of college graduates in the labor force increased by 4.2 million persons. During the same time period, the net number of good job openings increased by 3.1 million. About 85 per cent of these jobs did not exist in 1970, having been created during those five years. The remaining 15 per cent of the openings resulted from death and retirement. Both men and women were equally dependent upon the creation of these new good job openings.

The proportion of new openings for good jobs that were due to the changing occupational structure was somewhat higher during the past five years than during the preceding ten, when deaths and retirements accounted for nearly 20 per cent of the good job openings. Despite the decline in teaching opportunities, other professional and managerial

positions were created at a more rapid rate than ever before.

The rate at which good new openings were created for persons with an incomplete college education was much smaller. Both in 1970-75 and in 1960-69, roughly 60 per cent of their good jobs were newly created, with the other 40 per cent due to deaths and retirements. In other words, these workers depended much more than college graduates upon replacing older workers. There is another way of interpreting this statistic: the good jobs which opened up were more likely to be filled by persons with a college education (Table 11).

Conclusion

If Americans had not decided to reduce the size of their families, and if teaching openings had continued to grow at their previous rate, the specter of a surplus of college graduates would not be with us. College graduates would be less likely to compete for jobs formerly held by persons who attended college for a shorter period of time, and the need to find job openings for persons with a postsecondary education would be postponed for some time.

Until now, college graduates were dependent on the creation of new good jobs in our economy. The majority of these good jobs was paid by taxes, and unless our society were to become predominantly oriented to providing social, medical and welfare services, a concern about job openings would have developed sooner or later.

At present, we are likely to face a period when the rate of

creation of good jobs will slow down significantly, while the number of new entrants who have either a complete or a partial college education will remain at the rate of the previous five years. In these circumstances, the trends of the past few years can give us an inkling of the job opportunities that will await workers who have more than the average number of years of schooling.

Male graduates.

(1) Male college graduates are likely to continue capturing a larger and larger share of good jobs.

(2) Nevertheless, a smaller proportion of males will be placed in these desirable positions.

(3) It is quite likely that the younger cohorts of workers will never be able to overcome the disadvantage of their less-desirable entry jobs through subsequent more rapid promotion.

Women graduates.

(1) The continuing decline in teaching opportunities will particularly affect college-educated women.

(2) More women will get professional, administrative and managerial jobs, but not enough to compensate for the loss of good jobs in teaching.

(3) Increasing proportions of women graduates will start, and probably end, their careers in clerical jobs.

Part-college men.

(1) Ambitious men who have less than four years of college but start in good jobs will probably continue to attend college and graduate. The number of men with part-college in good jobs will not increase.

(2) Men who do not complete college will increasingly take blue-collar jobs.

Part-college women.

(1) The proportion of women who have less than four years of college and who are able to get good jobs will continue to decline, as women college graduates compete more fiercely for good jobs.

(2) Women who do not complete college will find it increasingly difficult to get jobs in the clerical area.

(3) More women with some college education will find themselves in either blue-collar or service jobs.

Summary. This analysis of new entries in the labor force and of occupational change is unlikely to please either the proponents or opponents of college education. While the average college graduate is now less likely either to enter the work force in a good job, or to end up in one, he or she is likely to maintain a significant advantage over the rest of the workers. This advantage is strikingly illustrated by the lower unemployment rates of persons with college education compared to the rates experienced by high school graduates with no further schooling. In 1975-76, for instance, college graduates' unemployment rate was half or less than that of workers with a high school education. In other words, the absolute advantage of a college degree is still quite pronounced and the relative advantage over the have-nots will persist.

By contrast, the future of those who attend college but do not graduate is more difficult to predict. In all probability they, too, will maintain a relative advantage over high school graduates. Indicative of

this advantage is the unemployment rate of persons with part college, higher than that of college graduates, but still a third lower than that of workers with only a high school diploma. Future generations of part-college workers will see this advantage lessening, as their careers become more lackluster compared to that of their older peers.

FOOTNOTES

[1]The data for this analysis were obtained from decennial censuses and the Current Population Survey. Mobility was estimated for men for the period 1950-1975, for women for the 1960-1975 time span. For detail about sources and adjustments to data, see Technical Note.

[2]New entries equal the number of workers estimated to have entered the labor force during the specified time period. Occupational mobility measures changes in occupations. Net mobility equals the number of workers who enter a new occupation minus the number who leave that occupation for other work. By definition, then, net mobility over all occupations sums to zero. Net additions is the change in the number of jobs in a given occupation over time. For details, see A. J. Jaffe and R. O. Carleton, Occupational Mobility in the United States 1930-1960, New York: King's Crown Press, 1954, especially p. 36.

[3]For men, entry ages for college graduates for the decades 1950-60 and 1960-70 are taken as 10-29 inclusive at the beginning of the decade. Men aged 10-14 in 1960 were 15-19 years old in 1965 and 20-24 in 1970. Obviously many of the men in this cohort would have graduated from college and entered the labor force between 1965 and 1970. For the half decade 1970-75, we can begin with age 15-19 in 1970. For men with part college we begin 5 years younger; those aged 5-9 in 1960, for example, were 10-14 in 1965 and 15-19 in 1970; by age 15-19 many had some college training and had entered the labor force. For the half decade 1970-75 we begin with men aged 10-14 in 1970. The same remarks apply to women.

TABLE 1

MAJOR GROUPING OF OCCUPATIONS BY QUALITY OF JOBS

(average earnings in thousands)

	Men			Women		
	Major Group	All	Year-Round Full-Time	Major Group	All	Year-Round Full-Time
Professionals						
Teachers	Good	$12.9	$14.7	Good	$7.9	$10.7
Technicians	Intermediate	12.1	14.0	Good	7.7	10.3
Other Professionals	Good	17.4	20.0	Good	7.2	11.5
Managers & Administrators						
Employees	Good	17.7	19.1	Good	8.1	10.1
Self-Employed	Intermediate	11.5	13.0	Intermediate	4.3	6.9
Sales	Intermediate	11.7	15.9	Intermediate	2.9	6.3
Clerical	Intermediate	9.6	12.4	Clerical	5.3	7.8
Crafts	Crafts	10.7	12.9	Lowest	5.1	7.9
Operatives	Lowest	8.7	11.2	Lowest	4.3	6.5
Laborers except farm	Lowest	5.1	9.3	Lowest	3.6	7.1
Farmers	Lowest	7.9	9.3	Lowest	1.1	1.5E
Farm Laborers	Lowest	2.8	6.0	Lowest	1.0	1.5E
Service						
Protective	Intermediate	11.2	13.2	Lowest	3.4	7.0E
Other	Lowest	4.2	8.1	Lowest	2.5	3.3

E - Estimated

Source: U.S. Bureau of the Census, Consumer Income, "Money Income in 1975 of Families and Persons in 1975," P-60, No. 105, Table 52.

TABLE 2

NEW ENTRIES BY MAJOR GROUPINGS OF OCCUPATIONS, COLLEGE GRADUATE MEN, BY AGE AT BEGINNING OF PERIOD

(per cent of total)

	1970-75				1960-70				1950-60			
	Total	15-19	20-24	25-29	Total	15-19	20-24	25-29	Total	15-19	20-24	25-29
Good	59.4	53.7	64.1	65.2	73.1	72.8	75.9	80.0	69.0	68.1	72.7	79.7
Intermediate	23.5	25.1	22.4	22.0	19.0	19.1	18.4	15.6	21.9	23.0	20.5	15.9
Crafts	5.0	4.1	5.5	6.5	3.2	3.3	2.9	3.1	4.1	3.9	4.0	2.5
Lower	12.1	17.1	8.0	6.3	4.7	4.8	2.8	1.3	5.0	5.0	2.8	1.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: See Appendix for this and subsequent tables.

TABLE 3

NEW ENTRIES BY MAJOR GROUPINGS OF OCCUPATIONS, COLLEGE GRADUATE WOMEN, BY AGE AT BEGINNING OF PERIOD

(per cent of total)

	1970-75						
	15-19	20-24	25-29	30-34	35-39	40-44	Total
Good	66.2	68.2	62.2	71.5	69.8	70.1	67.4
Intermediate	4.1	5.2	13.6	4.3	8.3	8.7	5.4
Clerical	21.4	19.0	14.6	18.9	16.7	14.8	19.7
Low	8.3	7.6	9.6	5.3	5.2	6.4	7.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 3 (Cont'd)

NEW ENTRIES BY MAJOR GROUPINGS OF OCCUPATIONS, COLLEGE GRADUATE WOMEN, BY AGE AT BEGINNING OF PERIOD

(per cent of total)

	1960-70							
	10-14	15-19	20-24	25-29	30-34	35-39	40-44	Total
Good	78.8	79.9	80.5	87.7	85.4	87.0	83.3	81.6
Intermediate	2.3	2.1	3.7	4.3	4.1	3.8	5.6	2.9
Clerical	14.7	14.4	11.1	3.0	6.6	6.9	7.7	11.6
Low	4.2	3.6	4.7	5.0	4.6	2.3	3.4	3.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 4

NEW ENTRIES BY MAJOR GROUPING OF OCCUPATIONS, MEN WITH PART COLLEGE, BY AGE AT BEGINNING OF PERIOD

(per cent of total)

	1970-75					1960-70					1950-60				
	Total	10-14	15-19	20-24	25-29	Total	10-14	15-19	20-24	25-29	Total	10-14	15-19	20-24	25-29
Good	14.1	7.4	13.9	18.3	22.5	21.5	18.8	23.5	33.3	50.0	21.0	18.7	22.3	28.9	50.9
Intermediate	28.7	35.0	28.3	26.0	28.4	33.9	34.2	33.7	30.7	25.7	38.8	39.5	39.6	35.1	25.3
Crafts	17.4	7.0	16.2	27.4	44.6	12.2	11.2	12.8	17.7	16.3	11.7	9.9	12.1	18.6	20.4
Lower	39.8	50.6	41.6	28.3	4.5	32.4	35.8	30.0	18.3	8.0	28.5	31.9	26.0	17.4	3.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 5

NEW ENTRIES BY MAJOR GROUPINGS OF OCCUPATIONS, PART COLLEGE WOMEN, BY AGE AT BEGINNING OF PERIOD

(per cent of total)

	1970-75							
	10-14	15-19	20-24	25-29	30-34	35-39	40-44	Total
Good	6.7	21.3	24.2	25.1	24.4	22.8	19.9	20.3
Intermediate	12.6	8.2	8.5	14.1	6.9	7.2	5.8	9.0
Clerical	50.7	47.2	42.1	31.2	40.6	49.0	52.7	45.9
Low	30.0	23.3	25.2	29.6	28.1	21.0	21.6	24.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 5 (Cont'd)

NEW ENTRIES BY MAJOR GROUPINGS OF OCCUPATIONS, PART COLLEGE WOMEN, BY AGE AT BEGINNING OF PERIOD

(per cent of total)

	1960-70								
	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	Total
Good	9.7	21.5	25.5	23.5	31.1	33.4	36.7	40.3	23.6
Intermediate	11.5	6.9	5.4	10.7	12.9	14.0	13.5	15.5	8.3
Clerical	52.7	53.1	51.7	45.9	34.2	38.5	35.2	26.0	49.3
Low	26.1	18.5	17.4	19.9	21.8	14.1	14.6	18.2	18.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 6

COLLEGE GRADUATES, MEN, DISTRIBUTION BY MAJOR GROUPINGS OF OCCUPATION AND AGE

(per cent of total)

	20-24	25-29	30-34	35-39	40-44	Total
	1975					
Total	100.0	100.0	100.0	100.0	100.0	100.0
Good	53.7	64.9	75.5	78.9	78.8	70.9
Intermediate	25.0	21.8	18.3	15.5	15.1	19.1
Craft	4.1	5.3	3.1	2.8	3.2	3.8
Low	17.0	8.0	3.4	2.9	3.1	6.3
	1970					
Total	100.0	100.0	100.0	100.0	100.0	100.0
Good	65.6	73.7	76.8	77.1	74.6	74.3
Intermediate	20.6	18.9	17.2	17.1	19.1	18.4
Craft	3.5	3.3	2.9	3.4	3.5	3.3
Low	10.1	4.1	3.0	2.6	2.8	3.8
	1960					
Total	100.0	100.0	100.0	100.0	100.0	100.0
Good	63.1	69.4	70.9	72.3	70.8	70.4
Intermediate	24.3	22.6	21.9	19.9	20.3	21.5
Craft	4.8	3.8	4.3	5.0	4.9	4.4
Low	7.8	4.1	2.9	2.8	4.0	3.7

TABLE 7

COLLEGE GRADUATES, WOMEN, DISTRIBUTION BY MAJOR GROUPINGS OF OCCUPATIONS, BY AGE

(per cent of total)

	1975						1970					
	20-24	25-29	30-34	35-39	40-44	Total	20-24	25-29	30-34	35-39	40-44	Total
Good	66.7	76.9	81.4	81.0	80.8	76.6	79.2	83.3	84.7	85.5	82.9	82.6
Intermediate	4.1	3.5	4.1	2.6	3.4	3.7	2.3	2.2	2.5	2.5	3.2	2.5
Clerical	21.0	14.7	11.2	12.9	11.1	14.7	14.4	11.3	9.5	8.7	11.1	11.4
Low	8.2	4.9	3.3	3.5	4.7	5.0	4.1	3.2	3.3	3.3	2.8	3.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 8

PART COLLEGE, MEN, DISTRIBUTION BY MAJOR GROUPINGS OF OCCUPATION AND AGE

(per cent of total)

	15-19	20-24	25-29	30-34	35-39	40-44	Total
				1975			
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Good	6.3	13.5	21.6	26.4	31.9	34.5	22.0
Intermediate	36.3	29.1	32.9	37.6	33.9	34.7	32.9
Craft	6.4	15.2	20.3	20.2	19.4	19.4	18.0
Low	50.9	42.3	25.2	15.7	14.9	11.5	26.9
				1970			
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Good	10.8	19.3	29.2	33.9	33.7	34.8	27.3
Intermediate	31.1	34.5	35.5	35.2	35.9	36.6	35.1
Craft	8.4	11.5	16.5	15.4	16.2	15.8	14.5
Low	49.7	34.7	18.8	15.5	14.0	12.8	23.1
				1960			
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Good	10.4	19.4	25.5	30.1	30.8	32.8	26.8
Intermediate	36.3	39.9	41.0	39.3	38.9	37.1	39.3
Craft	8.5	10.2	14.9	16.0	15.9	16.3	14.3
Low	44.9	30.5	18.6	14.6	14.2	13.8	19.7

TABLE 9

PART COLLEGE, WOMEN, DISTRIBUTION BY MAJOR GROUPINGS OF OCCUPATIONS, BY AGE

(per cent of total)

	1975							1970						
	15-19	20-24	25-29	30-34	35-39	40-44	Total	15-19	20-24	25-29	30-34	35-39	40-44	Total
Good	5.6	19.3	25.7	33.4	31.6	29.4	24.0	8.6	21.8	33.6	36.9	35.2	33.2	27.2
Intermediate	13.0	8.6	6.2	6.7	6.4	7.5	7.8	11.2	6.5	4.1	6.1	7.4	8.6	6.8
Clerical	50.7	48.1	49.8	41.5	44.6	45.6	47.1	53.8	53.3	47.2	42.9	41.8	44.1	48.8
Low	30.7	24.0	18.3	18.4	17.4	17.5	21.2	26.4	18.4	15.1	14.1	15.6	14.1	17.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 10

NEW ENTRIES, NET MOBILITY

(thousands)

	Men			Women	
	1970-75	1960-70	1950-60	1970-75	1960-70
College Graduates					
New Entries	1,105	1,359	819	961	1,017
Net Mobility	1,866	1,466	1,062	1,022	693
Part College					
New Entries	1,498	1,897	1,141	1,656	2,118
Net Mobility	772	703	483	-19	192
	(per cent of workers at beginning of period)				
College Graduates					
New Entries	16.6	30.7	27.8	30.4	57.4
Net Mobility	27.6	33.0	36.1	32.3	39.1
Part College					
New Entries	23.8	43.5	37.9	39.2	41.5
Net Mobility	6.0	16.1	15.7	-.6	28.3

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TABLE 11

GROSS ADDITIONS, EXITS, AND NET ADDITIONS* BY MAJOR GROUPING OF OCCUPATIONS, BOTH SEXES

(thousands of persons)

	Good	Inter-mediate	Clerical/ Craft**	Low	Total
College Graduates			1970-75		
Gross Additions	3,380.3	694.5	492.1	387.3	4,954.2
Exits	525.6	117.5	68.2	46.2	757.5
Net Additions	2,854.7	577.0	423.9	341.1	4,196.7
Net % of Gross	84.5	83.1	86.1	88.1	84.7
			1960-70		
Gross Additions	3,604.6	499.3	248.4	183.2	4,535.5
Exits	697.1	137.4	63.4	54.0	951.9
Net Additions	2,907.5	361.9	185.0	129.2	3,583.6
Net % of Gross	80.7	72.5	74.5	70.5	79.0
Part College			1970-75		
Gross Additions	687.9	827.8	1,258.3	1,132.0	3,906.0
Exits	254.5	174.4	253.0	118.0	799.9
Net Additions	433.4	653.4	1,005.3	1,014.0	3,106.1
Net % of Gross	63.0	78.9	79.9	89.6	79.5
			1960-70		
Gross Additions	1,397.4	984.5	1,511.8	1,016.7	4,910.4
Exits	439.1	291.6	285.1	186.4	1,202.2
Net Additions	958.3	692.9	1,226.7	830.3	3,708.2
Net % of Gross	68.6	70.4	81.1	81.7	75.5

*Gross Additions: the sum of new entries and net mobility.
Exits: the number of jobs created by death or retirement.
Net Additions: gross additions minus exits.

**Clerical for women, craft for men.

TECHNICAL NOTE

1. The basic data used in this analysis were adapted from the decennial censuses of the United States and a special tabulation of the March and May 1975 Current Population Survey, which was kindly provided by Mr. Thomas J. Plewes of the U. S. Bureau of Labor Statistics. Statistics on the labor force are not strictly comparable either between decennial censuses, or between decennial census and the Current Population Survey. In the current study, they were adjusted to conform to the data from the 1970 Census. The steps taken to this end are described briefly below.

2. Adjustments of the occupational data in the 1950 and 1960 Censuses. Because detailed occupations were consolidated in a different manner in the 1960 and 1970 decennial censuses, adjustment factors derived from the U. S. Summary (PC(1)D1, 1970, Table 221) were applied to the 1960 data. The same adjustment factors were used for the 1950 data, since there was almost no change in the classification of occupations from 1950 to 1960.

3. Adjustments for differences in geographical coverage. Data for Alaska and Hawaii were added to the 1950 total U. S. figures in order to produce consistent geographical coverage.

4. Imputation of occupations not reported. Occupations not

reported were imputed for the 1950 and 1960 census data using substantially the same methodology as the one used in the 1970 Census. For details, see A.J Jaffe and Joseph Froomkin, Technology and Jobs, New York: Prager, 1968, pp. 208-210.

5. Level of educational attainment by occupation. For the 1960 and 1970 decennial censuses they were obtained from the Public Use Sample. For 1950, they were estimated from published census data. In the case of the 1975 CPS, education by occupation is part of the survey, and no attempt was made to modify it to conform to decennial census concepts.

6. Adjustment to the labor force counts from the 1975 CPS to decennial census coverage. CPS figures are somewhat higher than those collected by the U. S. Census. A comparison for 1970 appears below:

Experienced Civilian Labor Force

(thousands of persons)

	Men	Women
1970 Census	49,455	30,347
April 1970 CPS	50,667	31,293

Using the relationships from 1970, the figures for 1975 were adjusted downward by age for each sex.

7. Adjustment to the occupational reporting by the CPS. The April 1970 CPS data followed the 1960 decennial census definitions, that for 1975 conformed to the 1970 decennial census standards. Furthermore, CPS changed its collection procedure in 1971, affecting the reporting of

persons in administrative and managerial jobs. (See Memorandum from Stanley Greene to Dr. M. S. Weitzman, CPS Managers' Concern, May 22, 1972, mimeo.) Hence, adjustment factors had to be calculated first to make the 1970 CPS data by occupation comparable to that in that year's decennial census, and these adjustment factors were then applied to the 1975 CPS. The adjustment procedure which takes into account the age and education of workers is described in W. E. Deming, Statistical Adjustment of Data, New York: John Wiley & Sons, Inc., 1943, pp. 96-127.

8. The new entries and net mobility were derived by application of the model as originally devised by Jaffe and Carleton (Occupational Mobility in the U.S., 1930-1960, King's Crown Press, N. Y., 1954). The model was programmed by Mr. Jack Endriss.

9. Because of the data problems enumerated above, we do not claim that our findings are precise to the nearest thousand; we do feel that they are correct to the nearest five thousand, however. Most importantly, we are confident that the occupational patterns of shifts which emerged here are valid and depict actual events during this time period.

10. More detailed tables by occupation group are available on request.

TECHNICAL NOTE TABLE 1

COMPARISON OF BLS AND THIS STUDY'S LABOR FORCE BY MAJOR OCCUPATION, 1975

(thousands of persons)

	Women				Men			
	16+		13-15		16+		13-15	
	BLS	Ours	BLS	Ours	BLS	Ours	BLS	Ours
Professionals	3,350	3,464	1,048	1,144	5,017	5,084	1,347	1,354
Teachers	2,138	2,236	178	203	1,207	1,224	60	57
Technicians	29	28	43	46	146	150	360	361
Other	1,183	1,200	828	895	3,664	3,710	927	936
Managers	334	250	363	301	2,281	2,148	1,660	1,341
Employees	297	223	300	250	2,100	1,701	1,384	1,119
Self-Employed	37	27	63	51	181	147	276	222
Sales	170	157	413	393	807	906	818	916
Clerical	762	687	2,590	2,496	426	443	937	974
Crafts	23	29	62	87	348	337	1,454	1,400
Operatives	56	52	232	224	196	190	984	968
Laborers excluding farm	6	6	38	48	94	75	448	348
Farmers	6	3	12	10	91	72	132	102
Farm Laborers	17	4	37	13	22	19	85	69
Service	160	127	798	683	222	235	714	753
Protective	2	2	14	13	95	101	297	314
Other	158	125	784	670	127	134	417	439
Total	4,882	4,778	5,596	5,398	9,504	9,210	8,576	8,223

BLS = Average of March and May 1975.

APPENDIX

DETAILED TABLES OF LABOR FORCE MOBILITY BY EDUCATION AND OCCUPATION

The detailed tables below subdivide major occupational groups into components. An analysis of the detailed tables does not change conclusions based on larger aggregations. It merely highlights the importance of teaching jobs in providing new openings for college graduates in the 1950's and 1960's, and the relative inflexibility of the economy to provide other professional jobs to persons with more education once teaching jobs became unavailable.

APPENDIX TABLE 1

DISTRIBUTION OF NEW ENTRIES, MEN, COLLEGE GRADUATES, BY AGE* (per cent)

	1970-75				1960-70				1950-60			
	Total	15-19	20-24	25-29	Total	15-19	20-24	25-29	Total	15-19	20-24	25-29
Professionals	49.6	46.6	52.5	50.6	63.6	64.2	64.7	58.7	60.2	60.1	61.9	62.7
Teachers	10.8	12.3	9.9	8.1	20.5	20.0	18.0	12.6	16.0	16.4	14.9	12.9
Technicians	2.0	2.6	1.6	1.2	2.4	2.4	2.1	1.7	2.2	2.1	1.9	2.3
Other	36.8	31.7	41.0	41.3	40.7	41.8	44.6	44.4	42.0	41.6	45.1	47.5
Managers	12.5	10.0	14.2	17.2	12.5	12.1	15.0	26.3	12.8	11.6	15.2	23.6
Employees	11.8	9.7	13.2	15.8	11.3	11.0	13.3	23.0	11.0	10.1	12.7	19.3
Self-Employed	0.7	0.3	1.0	1.4	1.2	1.1	1.7	3.3	1.8	1.5	2.5	4.3
Sales	11.3	10.7	11.8	12.0	9.0	9.3	9.5	7.9	10.8	11.3	10.5	6.3
Clerical	8.1	10.6	6.2	4.9	5.9	5.8	4.7	1.9	7.2	7.8	5.6	2.5
Crafts	5.0	4.1	5.5	6.5	3.2	3.3	2.9	3.1	4.1	3.9	4.0	2.5
Operatives	4.7	5.7	3.8	3.8	1.9	1.8	1.0	0.6	1.6	1.7	0.8	0.3
Laborers excluding farm	2.3	3.6	1.2	0.6	0.9	0.8	0.4	0.0	0.8	0.9	0.5	0.3
Farmers	0.7	0.7	0.7	0.8	0.6	0.6	0.7	0.6	0.8	0.8	0.9	1.3
Farm Laborers	0.5	0.8	0.3	0.2	0.3	0.3	0.2	0.0	0.3	0.4	0.1	0.0
Service	5.3	7.2	3.7	3.4	2.1	1.9	0.8	0.0	1.4	1.5	0.5	0.5
Protective	1.4	0.9	1.8	2.5	0.5	0.5	0.4	0.8	0.3	0.3	0.3	0.5
Other	3.9	6.3	1.9	0.9	1.6	1.4	0.4	0.0	1.1	1.2	0.2	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*Age as of beginning of time period.

APPENDIX TABLE 2

DISTRIBUTION OF NEW ENTRIES, MEN, PART COLLEGE, BY AGE* (per cent)

	1970-75					1960-70					1950-60				
	Total	10-14	15-19	20-24	25-29	Total	10-14	15-19	20-24	25-29	Total	10-14	15-19	20-24	25-29
Professional	12.1	9.0	13.3	9.9	0.0	18.7	18.6	20.4	18.9	9.9	20.9	20.8	22.6	21.9	18.9
Teachers	1.0	0.2	1.2	0.7	0.0	2.0	2.1	2.1	1.5	0.5	1.7	1.9	1.8	1.2	1.3
Technicians	4.4	4.3	4.7	3.6	0.0	5.4	5.4	6.1	4.6	0.0	7.5	7.4	7.8	9.4	7.6
Other	6.7	4.5	7.4	5.6	0.0	11.3	11.1	12.2	12.8	9.4	11.7	11.5	13.0	11.3	10.1
Managers	7.4	3.0	5.9	14.8	31.4	9.4	6.1	10.6	23.4	47.5	9.4	6.1	9.3	21.9	51.6
Employees	6.4	2.7	5.3	12.0	22.5	8.2	5.6	9.2	19.0	40.1	7.6	5.3	7.5	16.4	39.5
Self-Employed	1.0	0.3	0.6	2.8	8.9	1.2	0.5	1.4	4.4	7.4	1.8	0.8	1.8	5.5	12.1
Sales	7.8	10.0	8.0	5.7	0.8	9.7	10.0	9.9	7.4	10.9	11.2	11.7	11.7	9.2	0.6
Clerical	12.6	18.8	13.0	7.6	0.0	15.4	16.7	15.3	9.2	0.0	16.8	18.6	16.8	9.8	0.0
Crafts	17.4	7.0	16.2	27.4	44.6	12.2	11.2	12.8	17.7	16.3	11.7	9.9	12.1	18.6	20.4
Operatives	16.9	17.6	17.8	13.5	3.1	13.5	14.8	12.8	8.3	1.5	12.0	13.5	11.8	6.8	1.3
Laborers excl. farm	8.5	12.2	8.8	5.1	0.0	7.6	8.4	6.2	4.1	2.5	5.0	5.7	4.5	2.3	0.6
Farmers	1.0	0.1	1.1	1.3	0.8	0.8	0.6	1.0	0.7	0.0	1.6	1.5	1.6	3.1	1.3
Farm Laborers	2.1	3.4	2.1	1.5	0.0	1.5	1.7	1.3	0.6	0.5	1.9	2.1	1.6	0.6	0.0
Service	14.3	19.0	13.7	13.2	19.5	11.3	11.9	9.9	9.5	10.9	9.4	10.0	8.0	5.9	5.2
Protective	2.9	1.6	2.0	6.3	18.7	2.2	1.6	2.4	5.1	7.4	1.5	1.0	1.5	3.2	5.0
Other	11.4	17.4	11.7	6.9	0.8	9.1	10.3	7.5	4.4	3.5	7.9	9.0	6.5	2.7	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*Age as of beginning of time period.

APPENDIX TABLE 3

DISTRIBUTION OF NEW ENTRIES, WOMEN, COLLEGE GRADUATES, BY AGE* (per cent)

	1970-75						1960-70					
	20-24	25-29	30-34	35-39	40-44	Total	20-24	25-29	30-34	35-39	40-44	Total
Professionals	62.8	64.1	55.8	59.4	60.6	61.9	76.6	77.9	77.3	80.8	78.6	77.9
Teachers	38.7	38.8	37.4	29.3	40.1	37.8	52.2	53.3	53.8	62.5	53.3	53.4
Technicians	1.2	0.7	0.0	0.0	0.0	0.8	2.8	2.9	2.5	0.6	1.0	2.2
Other	22.9	24.6	18.4	30.1	20.5	23.3	21.6	21.7	21.0	17.7	24.3	22.3
Managers												
Employees	3.4	4.1	6.4	12.4	9.2	5.5	2.2	2.0	3.2	6.9	6.8	3.7
Self-Employed	0.1	0.4	2.8	1.6	1.3	0.6	0.1	0.1	1.0	1.8	0.7	0.5
Sales	4.0	4.8	10.8	2.7	7.0	4.8	2.2	2.0	2.7	2.5	3.4	2.4
Clerical	21.4	19.0	14.8	18.9	16.7	19.7	14.7	14.4	11.1	3.0	6.6	11.6
Crafts	1.0	0.9	2.1	1.7	2.1	1.3	0.5	0.5	0.7	0.6	0.3	0.5
Operatives	1.7	2.0	4.5	1.2	1.3	1.9	0.7	0.5	1.0	1.8	0.7	0.7
Laborers excluding farm	0.3	0.3	0.0	0.7	0.2	0.3	0.1	0.1	0.2	0.4	0.2	0.1
Farmers	0.0	0.0	0.7	0.1	0.0	0.1	0.0	0.0	0.2	0.0	0.1	0.1
Farm Laborers	0.2	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.3	0.2	0.1
Service												
Protective	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.2	0.0	0.2	0.1
Other	5.2	4.4	2.1	1.6	1.6	4.0	2.8	2.5	2.5	2.0	2.2	2.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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APPENDIX TABLE 4

DISTRIBUTION OF NEW ENTRIES, WOMEN, PART COLLEGE, BY AGE* (per cent)

	1970-75						1960-70					
	20-24	25-29	30-34	35-39	40-44	Total	20-24	25-29	30-34	35-39	40-44	Total
Professionals	19.2	20.4	14.9	12.6	12.2	16.6	19.8	23.6	20.9	24.1	25.8	21.1
Teachers	4.0	3.5	0.0	0.0	0.0	2.9	4.8	6.7	7.4	4.6	1.0	5.0
Technicians	1.1	0.7	0.1	1.6	0.0	0.9	2.8	3.1	1.8	0.6	0.7	2.4
Other	14.1	16.2	14.8	11.0	12.2	12.8	12.2	13.8	11.7	18.9	24.1	13.7
Managers												
Employees	2.1	3.8	10.2	11.8	10.6	3.7	1.7	1.9	2.6	7.0	7.5	2.5
Self-Employed	0.2	0.4	2.0	1.1	2.1	0.5	0.1	0.1	1.3	1.8	1.3	0.5
Sales	8.0	8.1	12.1	5.8	5.1	8.5	6.8	5.3	9.4	11.1	12.7	7.8
Clerical	47.2	42.1	31.2	40.6	49.0	45.9	53.1	51.7	45.9	34.2	38.5	49.3
Crafts	1.5	2.2	2.6	4.2	5.9	2.1	0.7	0.7	0.4	1.1	0.7	0.7
Operatives	4.1	5.3	6.2	6.7	1.1	4.3	2.8	2.7	2.5	5.5	2.9	3.0
Laborers excluding farm	1.4	2.0	1.6	4.6	1.8	1.5	0.4	0.3	0.2	0.3	0.7	0.4
Farmers	0.0	0.0	0.5	1.8	1.9	0.2	0.0	0.1	0.0	0.2	0.8	0.2
Farm Laborers	0.0	0.0	0.2	1.4	0.4	0.2	0.1	0.1	0.3	0.6	0.1	0.2
Service												
Protective	0.2	0.4	0.9	0.7	0.3	0.2	0.1	0.1	0.1	0.6	0.7	0.1
Other	16.2	15.3	17.4	8.7	9.6	16.2	14.6	13.4	16.4	13.6	8.5	14.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

APPENDIX TABLE 5A

COLLEGE GRADUATE MEN, DISTRIBUTION BY OCCUPATION AND AGE: 1960

	Thousands						Ratios					
	20-24	25-29	30-34	35-39	40-44	Total	20-24	25-29	30-34	35-39	40-44	Total
Professionals	133.2	422.0	480.1	431.4	290.7	1757.4	.572	.609	.583	.564	.543	.577
Teachers	41.2	112.9	109.7	90.4	62.2	416.4	.177	.163	.133	.118	.116	.137
Technicians	6.0	14.8	15.0	11.2	8.0	55.0	.026	.021	.018	.015	.015	.018
Other	86.0	294.3	355.4	329.8	220.5	1286.0	.369	.425	.432	.431	.412	.422
Managers	22.0	84.2	139.8	161.2	124.5	531.7	.094	.122	.170	.211	.233	.175
Employees	19.8	73.1	118.5	133.1	96.4	440.9	.085	.106	.144	.174	.180	.145
Self-Employed	2.2	11.1	21.3	28.1	28.1	90.8	.009	.016	.026	.037	.053	.030
Sales	25.4	77.9	93.4	69.9	46.7	313.4	.109	.113	.113	.091	.087	.103
Clerical	22.2	50.5	48.9	39.4	25.5	186.7	.095	.073	.059	.052	.048	.061
Crafts	11.3	26.6	35.4	38.3	23.8	135.5	.048	.038	.043	.050	.044	.044
Operatives	6.5	9.5	9.4	9.8	8.1	43.6	.028	.014	.011	.013	.015	.014
Laborers excluding farm	3.2	5.2	2.5	2.6	1.9	15.4	.014	.008	.003	.003	.004	.005
Farmers	1.4	5.8	7.5	4.9	7.6	27.2	.006	.008	.009	.006	.014	.009
Farm Laborers	1.5	2.3	1.4	0.5	0.7	6.4	.006	.003	.002	.001	.001	.002
Service	6.5	7.2	4.8	6.8	5.5	30.8	.028	.011	.005	.009	.010	.010
Protective	1.0	2.0	2.8	2.7	2.1	10.6	.004	.003	.003	.004	.004	.003
Other	5.5	5.2	2.0	4.1	3.4	20.2	.024	.008	.002	.005	.006	.007
Total	233.2	692.2	823.2	764.8	535.0	3048.1	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 5B

COLLEGE GRADUATE MEN, DISTRIBUTION BY OCCUPATION AND AGE: 1970

	Thousands						Ratios					
	20-24	25-29	30-34	35-39	40-44	Total	20-24	25-29	30-34	35-39	40-44	Total
Professionals	306.6	707.4	592.7	570.5	481.5	2659.1	.614	.647	.630	.592	.538	.605
Teachers	131.3	217.6	158.3	144.3	105.7	757.2	.263	.199	.168	.150	.118	.172
Technicians	14.5	26.2	19.6	14.1	12.0	86.8	.029	.024	.021	.015	.013	.020
Other	160.8	463.6	414.8	412.1	363.8	1815.1	.322	.424	.441	.427	.407	.413
Managers	38.6	137.0	169.7	217.0	231.0	793.4	.077	.126	.180	.225	.259	.181
Employees	35.7	124.4	149.5	187.0	197.0	693.7	.071	.114	.159	.194	.221	.158
Self-Employed	2.9	12.6	20.2	30.0	34.0	99.7	.006	.012	.021	.031	.038	.023
Sales	39.6	101.8	80.6	76.7	78.9	377.6	.079	.093	.086	.080	.088	.086
Clerical	42.6	60.2	37.6	39.7	40.6	220.9	.085	.055	.040	.041	.045	.050
Crafts	17.7	36.1	27.4	32.9	31.3	145.5	.035	.033	.029	.034	.035	.033
Operatives	17.6	18.9	11.5	9.8	9.5	67.3	.035	.017	.012	.010	.011	.015
Laborers excluding farm	9.7	6.0	3.3	2.6	2.4	24.0	.019	.005	.004	.003	.003	.005
Farmers	2.3	6.4	5.8	6.3	6.7	27.5	.005	.006	.006	.007	.008	.006
Farm Laborers	3.2	2.8	0.9	1.1	0.5	8.5	.006	.003	.001	.001	.001	.002
Service	21.1	17.0	10.9	8.1	10.5	67.6	.043	.015	.011	.009	.012	.015
Protective	3.3	5.8	4.0	3.6	5.9	22.6	.007	.005	.004	.004	.007	.005
Other	17.8	11.2	6.9	4.5	4.6	45.0	.036	.010	.007	.005	.005	.010
Total	499.4	1093.6	940.4	964.7	892.9	4391.4	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 5C

COLLEGE GRADUATE MEN, DISTRIBUTION BY OCCUPATION AND AGE: 1975

	Thousands						Ratios					
	20-24	25-29	30-34	35-39	40-44	Total	20-24	25-29	30-34	35-39	40-44	Total
Professionals	358.7	989.3	936.1	671.9	599.0	3555.0	.467	.548	.591	.590	.571	.560
Teachers	96.9	268.6	266.4	171.7	148.0	951.6	.126	.149	.168	.151	.141	.150
Technicians	20.0	34.4	31.6	22.1	11.4	119.5	.026	.019	.020	.019	.011	.019
Other	241.8	686.3	638.1	478.1	439.6	2483.9	.315	.380	.403	.420	.419	.391
Managers	75.9	234.6	309.3	270.1	259.5	1149.4	.099	.130	.196	.238	.247	.181
Employees	73.7	217.2	291.0	247.8	239.2	1068.9	.096	.120	.184	.218	.228	.168
Self-Employed	2.2	17.4	18.3	22.3	20.3	80.5	.003	.010	.012	.020	.019	.013
Sales	81.4	192.4	147.2	93.5	86.8	601.3	.106	.107	.093	.082	.083	.095
Clerical	81.4	117.6	70.9	29.4	29.1	328.4	.106	.065	.045	.026	.028	.052
Crafts	31.7	95.5	47.7	32.1	33.7	240.7	.041	.053	.030	.028	.032	.038
Operatives	43.3	67.0	19.1	15.6	7.2	152.2	.056	.037	.012	.014	.007	.024
Laborers excluding farm	27.8	21.9	5.7	5.9	5.8	67.1	.036	.012	.004	.005	.006	.011
Farmers	5.0	11.2	10.9	7.3	7.2	41.6	.007	.006	.007	.006	.007	.007
Farm Laborers	6.4	6.7	2.6	0.0	0.9	16.6	.008	.004	.002	.000	.001	.003
Service	55.4	67.9	34.4	13.2	20.8	191.7	.072	.038	.022	.012	.020	.030
Protective	7.0	30.8	20.2	8.7	10.8	77.5	.009	.017	.013	.008	.010	.012
Other	48.4	37.1	14.2	4.5	10.0	114.2	.063	.021	.009	.004	.010	.018
Total	767.0	1804.1	1583.9	1139.0	1050.0	6344.0	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 6A

PART COLLEGE MEN, DISTRIBUTION BY OCCUPATION AND AGE: 1960

	Thousands							Ratios						
	15-19	20-24	25-29	30-34	35-39	40-44	Total	15-19	20-24	25-29	30-34	35-39	40-44	Total
Professionals	13.1	139.2	150.6	122.3	109.7	86.7	621.7	.123	.215	.251	.207	.187	.175	.205
Teachers	0.7	12.4	9.7	8.0	2.6	3.8	37.2	.007	.019	.016	.014	.004	.008	.012
Technicians	4.6	49.4	55.2	35.5	29.1	17.8	191.7	.043	.076	.092	.060	.050	.036	.063
Other	7.8	77.4	85.7	78.8	78.0	65.1	392.8	.073	.120	.143	.133	.133	.131	.130
Managers	2.7	40.9	73.7	117.7	146.0	136.4	517.4	.025	.063	.122	.200	.248	.274	.171
Employees	2.6	35.7	58.5	90.8	100.5	94.1	382.2	.024	.055	.097	.154	.171	.189	.126
Self-Employed	0.1	5.2	15.2	26.9	45.5	42.3	135.2	.001	.008	.025	.046	.077	.085	.045
Sales	11.3	76.1	72.0	81.2	79.9	66.2	386.7	.106	.118	.120	.138	.136	.133	.128
Clerical	21.9	120.1	91.9	73.7	62.5	50.7	420.8	.206	.186	.153	.125	.106	.102	.139
Crafts	9.0	65.8	89.3	94.5	93.6	81.0	433.2	.085	.102	.149	.160	.159	.163	.143
Operatives	16.8	86.9	62.9	50.3	42.0	35.8	294.7	.158	.134	.105	.085	.071	.072	.097
Laborers excluding farm	9.2	36.0	15.9	11.4	8.3	8.4	89.2	.086	.056	.026	.019	.014	.017	.029
Farmers	0.3	10.1	10.6	10.7	19.3	14.2	65.2	.003	.016	.018	.018	.033	.029	.022
Farm Laborers	4.0	12.6	3.7	2.0	1.8	1.7	25.8	.038	.019	.006	.003	.003	.003	.009
Service	18.1	58.5	30.7	26.6	24.4	16.3	174.6	.171	.090	.051	.045	.041	.032	.058
Protective	0.7	6.6	12.3	14.4	11.9	7.7	53.6	.007	.010	.020	.024	.020	.015	.018
Other	17.4	51.9	18.4	12.2	12.5	8.6	121.0	.164	.080	.031	.021	.021	.017	.040
Total	106.4	646.3	601.3	590.4	587.5	497.4	3029.3	1.000	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 6B

PART COLLEGE MEN, DISTRIBUTION BY OCCUPATION AND AGE: 1970

	Thousands							Ratios						
	15-19	20-24	25-29	30-34	35-39	40-44	Total	15-19	20-24	25-29	30-34	35-39	40-44	Total
Professionals	25.5	257.6	235.6	180.0	141.7	126.6	967.0	.121	.192	.242	.256	.239	.211	.218
Teachers	2.8	29.5	14.5	9.0	4.0	3.6	63.4	.013	.022	.015	.013	.007	.006	.014
Technicians	7.7	74.8	68.1	45.2	33.3	27.0	256.1	.037	.056	.070	.064	.056	.045	.058
Other	15.0	153.3	153.0	125.8	104.4	96.0	647.5	.071	.114	.157	.179	.176	.160	.146
Managers	5.3	83.5	134.5	128.0	119.4	142.8	613.5	.025	.062	.138	.182	.201	.238	.138
Employees	5.0	76.3	116.8	103.1	91.4	109.2	501.8	.024	.057	.120	.147	.154	.182	.113
Self-Employed	0.3	7.2	17.7	24.9	28.0	33.6	111.7	.001	.005	.018	.035	.047	.056	.025
Sales	19.6	135.9	109.6	81.9	74.8	84.7	506.5	.093	.101	.113	.117	.126	.141	.114
Clerical	36.4	224.2	120.8	72.2	60.9	60.7	575.2	.173	.167	.124	.103	.103	.101	.130
Crafts	17.8	154.6	160.7	108.1	96.0	94.6	631.8	.084	.115	.165	.154	.162	.158	.143
Operatives	37.5	198.6	102.7	60.8	46.2	41.7	487.5	.178	.148	.106	.087	.078	.069	.110
Laborers excluding farm	28.0	108.4	28.8	15.4	10.1	8.0	198.7	.133	.081	.030	.022	.017	.013	.045
Farmers	1.0	8.8	11.0	12.1	9.5	10.0	52.4	.005	.007	.011	.017	.016	.017	.012
Farm Laborers	5.5	20.3	6.9	2.1	1.9	1.9	38.6	.026	.015	.007	.003	.003	.003	.009
Service	34.1	154.1	62.4	41.7	31.1	29.5	352.9	.162	.114	.065	.059	.053	.049	.079
Protective	1.5	23.0	29.8	23.5	15.8	14.0	107.6	.007	.017	.031	.033	.027	.023	.024
Other	32.6	131.1	32.6	18.2	15.3	15.5	245.3	.155	.097	.034	.026	.026	.026	.055
Total	210.7	1346.0	973.0	702.3	591.6	600.5	4424.1	1.000	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 6C

PART COLLEGE MEN, DISTRIBUTION BY OCCUPATION AND AGE: 1975

	Thousands							Ratios						
	15-19	20-24	25-29	30-34	35-39	40-44	Total	15-19	20-24	25-29	30-34	35-39	40-44	Total
Professionals	16.9	244.1	255.4	167.5	141.2	125.7	950.8	.080	.131	.167	.163	.189	.194	.157
Teachers	0.0	20.1	6.9	5.1	4.2	7.2	43.5	.000	.011	.005	.005	.006	.011	.007
Technicians	8.9	85.7	75.4	52.1	34.5	34.2	290.8	.042	.046	.049	.051	.046	.053	.048
Other	8.0	138.3	173.1	110.3	102.5	84.3	616.5	.038	.074	.113	.107	.137	.130	.102
Managers	6.1	102.9	176.6	187.8	153.8	154.1	781.3	.028	.055	.115	.182	.206	.238	.130
Employees	5.4	93.3	149.8	156.8	131.7	132.2	669.2	.025	.050	.098	.152	.176	.204	.111
Self-Employed	0.7	9.6	26.8	31.0	22.1	21.9	112.1	.003	.005	.017	.030	.030	.034	.019
Sales	21.9	154.6	134.8	130.4	74.6	76.4	592.7	.103	.083	.088	.127	.100	.118	.098
Clerical	42.0	257.4	199.0	102.8	76.9	64.6	742.7	.198	.138	.130	.100	.103	.100	.123
Crafts	13.5	282.9	311.9	208.3	144.6	125.7	1086.9	.064	.152	.203	.202	.194	.194	.180
Operatives	37.0	333.4	228.2	103.8	76.3	38.9	817.6	.175	.179	.149	.101	.102	.060	.135
Laborers excluding farm	25.6	174.1	73.4	16.4	10.1	9.2	308.8	.121	.093	.048	.016	.014	.014	.051
Farmers	0.0	18.1	12.8	12.5	10.5	8.8	62.7	.000	.010	.008	.012	.014	.014	.010
Farm Laborers	7.5	39.9	9.3	4.4	0.9	0.9	62.9	.035	.021	.006	.004	.001	.001	.010
Service	41.5	259.5	132.3	95.3	58.0	43.7	630.3	.195	.139	.086	.092	.078	.068	.104
Protective	3.7	35.2	69.3	70.1	44.6	27.0	249.9	.017	.019	.045	.068	.060	.042	.041
Other	37.8	224.3	63.0	25.2	13.4	16.7	380.4	.178	.120	.041	.024	.018	.026	.063
Total	212.0	1866.9	1533.7	1029.2	746.9	648.0	6036.7	1.000	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 7A

COLLEGE GRADUATE WOMEN, DISTRIBUTION BY OCCUPATION AND AGE: 1970

	Thousands						Ratios					
	20-24	25-29	30-34	35-39	40-44	Total	20-24	25-29	30-34	35-39	40-44	Total
Professionals	414.9	464.0	263.6	238.7	247.5	1628.7	.769	.803	.816	.815	.785	.794
Teachers	281.5	298.2	176.8	170.1	164.6	1091.2	.521	.516	.547	.581	.522	.532
Technicians	14.9	15.1	8.0	4.5	5.3	47.8	.028	.026	.025	.015	.017	.023
Other	118.5	150.7	78.8	64.1	77.6	489.7	.220	.261	.244	.219	.246	.239
Managers	12.8	18.6	11.4	13.7	16.2	72.7	.024	.032	.035	.047	.051	.036
Employees	12.4	17.3	10.0	11.7	14.0	65.4	.023	.030	.031	.040	.044	.032
Self-Employed	0.4	1.3	1.4	2.0	2.2	7.3	.001	.002	.004	.007	.007	.004
Sales	11.8	11.5	6.9	5.2	8.0	43.4	.022	.020	.021	.018	.025	.021
Clerical	77.9	65.4	30.6	25.4	35.0	234.6	.144	.113	.095	.087	.111	.114
Crafts	2.7	1.7	1.2	1.3	1.3	8.2	.005	.003	.004	.004	.003	.004
Operatives	3.5	3.1	2.0	2.6	2.2	13.4	.006	.005	.006	.009	.007	.007
Laborers excluding farm	0.6	0.5	0.3	0.5	0.2	2.1	.001	.001	.001	.002	.001	.001
Farmers	0.1	0.2	0.3	0.2	0.2	1.0	.000	.000	.001	.001	.001	.000
Farm Laborers	0.2	0.4	0.2	0.2	0.3	1.4	.000	.001	.001	.001	.001	.001
Service	15.3	12.3	6.9	5.2	4.7	44.5	.028	.021	.021	.018	.015	.021
Protective	0.2	0.0	0.1	0.0	0.3	0.6	.000	.000	.000	.000	.001	.000
Other	15.1	12.3	6.8	5.2	4.4	43.8	.028	.021	.021	.018	.014	.021
Total	539.8	577.7	323.4	293.0	315.6	2050.3	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 7B

COLLEGE GRADUATE WOMEN, DISTRIBUTION BY OCCUPATION AND AGE: 1975

	Thousands						Ratios					
	20-24	25-29	30-34	35-39	40-44	Total	20-24	25-29	30-34	35-39	40-44	Total
Professionals	495.0	830.9	552.5	334.0	315.1	2527.5	.632	.726	.780	.749	.752	.723
Teachers	305.5	530.7	363.1	211.5	223.4	1634.2	.370	.464	.513	.474	.533	.467
Technicians	8.0	7.2	5.1	1.0	2.0	23.3	.010	.006	.007	.002	.005	.007
Other	181.5	293.0	184.3	121.5	89.7	870.0	.232	.256	.260	.273	.214	.249
Managers	28.4	51.3	28.3	30.7	27.2	165.9	.036	.045	.040	.069	.065	.047
Employees	27.7	49.0	23.8	27.0	23.5	151.0	.035	.043	.034	.061	.056	.043
Self-Employed	0.7	2.3	4.5	3.7	3.7	14.9	.001	.002	.006	.008	.009	.004
Sales	31.0	37.5	24.5	8.2	14.3	115.5	.040	.033	.035	.018	.034	.033
Clerical	164.3	168.1	79.1	57.4	46.7	515.6	.210	.147	.112	.129	.111	.147
Crafts	7.8	9.3	1.3	2.7	3.9	25.0	.010	.008	.002	.006	.009	.007
Operatives	13.4	12.0	8.2	2.7	4.5	41.2	.017	.010	.012	.006	.011	.012
Laborers excluding farm	2.4	1.2	0.0	1.2	0.0	4.8	.003	.001	.007	.003	.000	.001
Farmers	0.0	0.0	0.9	0.0	0.0	0.9	.000	.000	.001	.000	.000	.000
Farm Laborers	1.4	0.9	0.3	0.0	0.0	2.6	.002	.001	.000	.000	.000	.001
Service	39.3	32.7	12.9	8.9	7.2	101.0	.050	.029	.018	.020	.017	.021
Protective	0.0	0.8	0.0	0.0	0.0	0.8	.000	.001	.000	.000	.000	.000
Other	39.3	31.9	12.9	8.9	7.2	100.2	.050	.028	.018	.020	.017	.021
Total	783.0	1143.9	708.0	445.8	418.9	3499.6	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 8A

PART COLLEGE WOMEN, DISTRIBUTION BY OCCUPATION AND AGE: 1970

	Thousands							Ratios						
	15-19	20-24	25-29	30-34	35-39	40-44	Total	15-19	20-24	25-29	30-34	35-39	40-44	Total
Professionals	17.5	249.2	154.1	109.6	96.0	102.7	729.1	.079	.201	.306	.336	.311	.282	.245
Teachers	4.2	59.5	34.3	28.6	21.0	19.4	167.0	.019	.048	.068	.088	.068	.053	.056
Technicians	3.0	35.6	16.1	8.8	7.4	6.8	77.7	.014	.029	.032	.027	.024	.019	.026
Other	10.3	154.1	103.7	72.2	67.6	76.5	484.4	.046	.124	.206	.221	.219	.210	.763
Managers	1.7	23.0	16.8	13.8	15.4	22.6	93.3	.008	.018	.033	.042	.050	.062	.032
Employees	1.6	21.5	15.3	10.9	12.5	18.1	79.9	.007	.017	.030	.033	.041	.050	.027
Self-Employed	0.1	1.5	1.5	2.9	2.9	4.5	13.4	.001	.001	.003	.009	.009	.012	.005
Sales	24.7	80.2	19.3	17.0	20.2	27.0	188.4	.111	.064	.038	.052	.065	.074	.063
Clerical	119.3	663.3	237.1	139.7	129.1	160.8	1449.3	.538	.533	.472	.429	.418	.441	.488
Crafts	1.9	9.1	6.3	3.1	3.6	3.6	27.6	.009	.007	.013	.010	.012	.010	.009
Operatives	8.4	34.8	17.3	10.6	12.3	12.8	96.2	.038	.028	.034	.033	.040	.035	.032
Laborers excluding farm	1.4	4.6	2.4	1.0	0.7	1.4	11.5	.006	.004	.005	.003	.002	.004	.004
Farmers	0.1	0.4	0.3	0.2	0.5	1.4	2.9	.001	.000	.001	.001	.002	.004	.001
Farm Laborers	0.5	1.5	1.1	0.7	0.6	0.4	4.8	.002	.001	.002	.002	.002	.001	.002
Service	46.4	179.0	47.6	30.3	30.1	32.0	365.4	.210	.144	.095	.093	.097	.088	.123
Protective	0.1	0.9	1.0	0.3	0.7	1.0	4.0	.001	.001	.002	.001	.002	.003	.001
Other	46.3	178.1	46.6	30.0	29.4	31.0	361.4	.209	.143	.093	.092	.095	.085	.122
Total	221.9	1245.1	502.3	326.0	308.5	364.7	2968.5	1.000	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 8B

PART COLLEGE WOMEN, DISTRIBUTION BY OCCUPATION AND AGE: 1975

	Thousands							Ratios						
	15-19	20-24	25-29	30-34	35-39	40-44	Total	15-19	20-24	25-29	30-34	35-39	40-44	Total
Professionals	10.5	279.0	187.4	147.5	104.6	97.7	826.7	.047	.173	.211	.272	.262	.232	.202
Teachers	1.0	56.7	20.5	19.0	19.0	14.6	130.8	.004	.035	.023	.035	.048	.035	.032
Technicians	2.9	13.8	13.3	3.3	6.5	0.0	39.8	.013	.009	.015	.006	.016	.000	.010
Other	6.6	208.5	153.6	125.2	79.1	83.1	656.1	.030	.129	.173	.231	.198	.197	.160
Managers	2.1	34.8	43.6	38.5	24.9	31.9	175.8	.009	.021	.049	.071	.062	.076	.043
Employees	2.1	32.4	41.1	33.6	21.7	26.2	157.1	.009	.020	.046	.062	.054	.062	.038
Self-Employed	0.0	2.4	2.5	4.9	3.2	5.7	18.7	.000	.001	.003	.009	.008	.014	.005
Sales	29.3	137.2	52.6	31.3	22.3	25.5	298.2	.130	.085	.059	.058	.056	.061	.073
Clerical	114.1	777.3	442.1	225.3	178.3	191.9	1929.0	.507	.481	.498	.415	.446	.456	.471
Crafts	3.8	23.2	15.5	11.1	6.9	11.2	71.7	.017	.014	.017	.020	.017	.027	.018
Operatives	8.4	67.7	41.0	26.6	16.6	13.8	174.1	.037	.042	.046	.049	.042	.033	.043
Laborers excluding farm	1.2	21.5	9.2	5.2	5.2	2.6	44.9	.005	.013	.010	.010	.013	.006	.011
Farmers	0.0	0.0	0.0	0.9	1.8	2.8	5.5	.000	.000	.000	.002	.005	.007	.001
Farm Laborers	1.1	1.0	2.7	0.4	1.8	1.1	8.1	.005	.001	.003	.001	.005	.003	.002
Service	54.6	275.5	93.9	56.3	37.5	42.4	560.2	.243	.171	.106	.104	.094	.101	.137
Protective	0.0	2.6	2.7	2.7	0.0	0.9	8.9	.000	.002	.003	.005	.000	.002	.002
Other	54.6	272.9	91.2	53.6	37.5	41.5	551.3	.243	.169	.103	.099	.094	.099	.135
Total	225.1	1617.2	888.0	543.1	399.9	420.9	4094.2	1.000	1.000	1.000	1.000	1.000	1.000	1.000

APPENDIX TABLE 9

ENTRY INTO AND EXIT FROM OCCUPATIONS, COLLEGE GRADUATES, MEN, ALL AGES
(thousands)

	1970-75						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	549.0	847.8	1396.8	32.2	149.9	182.1	1214.7
Teachers	119.7	157.5	277.2	-2.3	49.2	46.9	230.3
Technicians	22.6	18.3	40.9	-0.4	7.7	7.3	33.5
Other	406.7	672.0	1078.7	34.9	93.0	127.9	950.8
Managers	138.0	486.1	624.1	29.3	90.4	119.7	504.4
Employees	130.1	508.1	638.2	21.9	53.6	75.5	562.6
Self-Employed	7.9	-22.0	-14.1	7.4	36.8	44.2	-58.4
Sales	125.1	229.2	354.3	5.4	14.1	19.5	334.8
Clerical	89.7	49.9	139.6	2.8	26.2	29.6	110.6
Crafts	54.8	71.6	126.4	2.2	15.7	17.9	108.5
Operatives	51.4	47.4	98.8	-0.3	8.2	7.9	90.9
Laborers excluding farm	25.1	19.7	44.8	-0.3	3.6	3.3	41.5
Farmers	7.5	18.2	25.7	2.0	2.5	4.5	21.2
Farm Laborers	6.0	4.2	10.2	-0.1	2.4	2.3	7.8
Service	58.2	92.3	150.5	-1.4	11.5	10.1	140.4
Protective	15.6	55.9	71.5	-0.6	3.4	2.8	68.6
Other	42.6	36.4	79.0	-0.8	8.1	7.3	71.7
Total	1104.8	1866.4	2971.2	71.8	324.5	376.9	2574.4

APPENDIX TABLE 9 (Cont'd)

ENTRY INTO AND EXIT FROM OCCUPATIONS, COLLEGE GRADUATES, MEN, ALL AGES
(thousands)

	1960-70						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	864.2	836.7	1700.9	189.7	129.3	319.0	1381.9
Teachers	278.5	212.8	491.3	40.2	40.4	80.6	410.6
Technicians	32.8	23.3	56.1	3.5	5.4	8.9	47.2
Other	552.9	600.6	1153.5	146.0	83.5	229.5	924.0
Managers	169.8	463.0	632.8	88.0	79.4	167.4	465.4
Employees	153.0	409.0	562.0	65.2	55.1	120.3	441.7
Self-Employed	16.8	54.0	70.8	22.8	24.3	47.1	23.7
Sales	122.9	70.8	193.7	28.3	12.8	41.1	152.6
Clerical	80.2	22.5	102.7	17.6	10.2	27.8	74.9
Crafts	44.1	19.5	63.6	15.7	15.7	31.4	32.2
Operatives	25.6	20.1	45.7	5.1	5.2	10.3	35.4
Laborers excluding farm	12.1	2.6	14.7	1.7	2.8	4.5	10.2
Farmers	8.1	1.2	9.3	7.6	4.7	12.3	-2.9
Farm Laborers	4.3	0.5	4.8	0.6	1.2	1.8	3.0
Service	28.0	29.1	57.1	4.8	5.0	9.8	47.3
Protective	7.3	12.4	19.7	1.2	1.5	2.7	17.0
Other	20.7	16.7	37.4	3.6	3.5	7.1	30.3
Total	1359.3	1466.0	2825.3	359.1	266.3	625.4	2199.9

APPENDIX TABLE 9 (Cont'd)

ENTRY INTO AND EXIT FROM OCCUPATIONS, COLLEGE GRADUATES, MEN, ALL AGES
(thousands)

	1950-60						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	492.4	560.3	1052.7	78.2	99.6	177.8	874.9
Teachers	131.0	143.5	274.5	13.2	21.1	34.3	240.2
Technicians	17.8	26.1	43.9	0.2	3.5	3.7	40.2
Other	343.6	390.7	734.3	64.8	75.0	139.8	594.5
Managers	105.1	253.6	358.7	50.9	75.0	125.9	232.8
Employees	90.0	245.2	335.2	28.8	36.6	65.4	269.8
Self-Employed	15.1	8.4	23.5	22.1	38.4	60.5	-37.0
Sales	88.0	119.3	207.3	8.0	8.8	16.8	190.5
Clerical	59.2	47.7	106.9	6.3	10.3	16.6	90.3
Crafts	33.4	61.8	95.2	8.1	12.3	20.4	74.8
Operatives	13.1	2.3	15.4	3.3	5.4	8.7	6.7
Laborers excluding farm	6.8	1.6	8.4	1.4	2.5	3.9	4.5
Farmers	6.7	8.4	15.1	6.2	4.7	10.9	4.2
Farm Laborers	2.8	-1.3	1.5	0.6	1.0	1.6	-0.1
Service	11.4	8.3	19.7	3.1	6.7	9.8	9.9
Protective	2.7	4.9	7.6	0.6	2.0	2.6	5.0
Other	8.7	3.4	12.1	2.5	4.7	7.2	4.9
Total	818.9	1062.0	1880.9	166.1	226.3	392.4	1488.5

APPENDIX TABLE 10

ENTRY INTO AND EXIT FROM OCCUPATIONS, PART COLLEGE MEN, ALL AGES
(thousands)

	1970-75						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	180.9	-101.2	79.7	3.3	64.4	67.7	12.0
Teachers	15.3	-29.2	-13.9	-1.5	8.5	7.0	-20.9
Technicians	66.0	-12.6	53.4	-4.1	11.5	7.4	46.0
Other	99.6	-59.4	40.2	8.9	44.4	53.3	-13.1
Managers	110.8	246.6	357.4	24.4	72.1	96.5	260.9
Employees	95.6	243.3	338.9	13.9	35.5	49.4	289.5
Self-Employed	15.2	3.3	18.5	10.5	36.6	47.1	-28.7
Sales	116.3	60.7	177.1	8.6	17.3	25.9	151.2
Clerical	188.8	49.8	238.6	-2.6	48.5	45.9	192.7
Crafts	261.3	288.7	550.0	0.7	49.1	49.8	500.1
Operatives	253.4	121.9	375.3	-7.7	25.1	17.4	357.9
Laborers excluding farm	126.8	-6.1	120.7	-5.0	7.7	2.7	118.1
Farmers	14.9	5.9	20.8	2.9	12.5	15.4	5.5
Farm Laborers	31.5	-5.2	26.3	-0.8	3.7	2.9	23.4
Service	213.1	110.7	323.8	-6.4	19.7	13.3	310.5
Protective	43.1	137.0	180.1	-2.8	6.4	3.6	176.4
Other	170.0	-26.3	143.7	-3.6	13.3	9.7	134.1
Total	1497.9	771.8	2269.7	17.4	320.1	337.5	1932.2

APPENDIX TABLE 10 (Cont'd)

ENTRY INTO AND EXIT FROM OCCUPATIONS, PART COLLEGE MEN, ALL AGES
(thousands)

	1960-70						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	354.3	254.3	608.6	58.8	63.9	122.7	485.9
Teachers	37.3	-1.9	35.4	2.9	4.9	7.8	27.6
Technicians	102.6	10.6	113.2	5.2	10.5	15.7	97.4
Other	214.4	245.6	460.0	50.7	48.5	99.2	360.9
Managers	178.7	208.1	386.8	98.3	106.7	205.0	181.6
Employees	155.4	178.2	333.6	62.4	68.6	131.0	202.5
Self-Employed	23.3	29.9	53.2	35.9	38.1	74.0	-20.9
Sales	183.5	94.0	277.5	44.2	31.8	76.0	201.5
Clerical	291.8	-4.1	287.7	33.3	32.9	66.2	221.5
Crafts	230.7	145.1	375.8	43.8	44.0	87.8	288.0
Operatives	256.6	13.6	270.2	17.7	18.7	36.4	233.8
Laborers excluding farm	143.5	-15.9	127.6	3.8	3.5	7.3	120.3
Farmers	14.2	-3.7	10.5	16.5	19.8	36.3	-25.9
Farm Laborers	29.2	-11.3	17.9	1.1	1.8	2.9	15.0
Service	215.1	23.0	238.1	11.7	12.4	24.1	214.0
Protective	41.8	35.2	77.0	3.9	6.3	10.2	66.7
Other	173.3	-12.2	161.1	7.8	6.1	13.9	147.2
Total	1897.3	703.1	2600.4	329.3	335.6	664.9	1935.6

APPENDIX TABLE 10 (Cont'd)

ENTRY INTO AND EXIT FROM OCCUPATIONS, PART COLLEGE MEN, ALL AGES
(thousands)

	1950-60						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	239.2	114.8	354.0	21.2	24.8	46.0	308.0
Teachers	19.3	1.8	21.1	0.6	1.4	2.0	19.1
Technicians	86.1	34.7	120.8	-1.2	3.3	2.1	118.7
Other	133.8	78.3	212.1	21.8	20.1	41.9	170.2
Managers	107.7	189.0	296.7	60.5	81.9	142.4	154.3
Employees	87.1	187.0	274.1	26.0	27.8	53.8	220.3
Self-Employed	20.6	2.0	22.6	34.5	54.1	88.6	-66.0
Sales	128.0	64.3	192.3	10.7	15.8	26.5	165.8
Clerical	191.2	26.3	217.5	6.0	12.9	18.9	198.6
Crafts	133.6	141.1	274.7	11.0	18.7	29.7	245.0
Operatives	137.4	18.0	155.4	1.0	6.7	7.7	147.7
Laborers excluding farm	57.6	-13.1	44.5	0.6	2.9	3.5	41.0
Farmers	18.5	9.2	27.7	10.3	10.2	20.5	7.2
Farm Laborers	21.2	-16.5	4.7	0.3	1.0	1.3	3.4
Service	106.9	-50.3	56.6	3.5	12.0	15.5	41.1
Protective	16.7	7.1	23.8	0.9	5.4	6.3	17.5
Other	90.2	-57.4	32.8	2.6	6.6	9.2	23.6
Total	1141.3	482.8	1624.1	125.1	186.9	312.0	1312.0

APPENDIX TABLE 11

ENTRY INTO AND EXIT FROM OCCUPATIONS, COLLEGE GRADUATES, WOMEN, ALL AGES
(thousands)

	1970-75						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	593.5	676.7	1270.2	-	-	250.2	1020.2
Teachers	362.8	393.9	756.7	48.6	131.6	180.2	576.6
Technicians	7.2	-33.8	-26.6	1.8	4.3	6.1	-32.7
Other	223.5	316.6	540.1	20.5	43.4	63.9	476.3
Managers	58.7	67.4	126.1	4.8	23.4	28.2	98.0
Employees	52.5	63.5	116.0	4.0	21.1	25.1	91.0
Self-Employed	6.2	3.9	10.1	0.8	2.3	3.1	7.0
Sales	45.8	46.4	92.2	3.0	8.0	11.0	81.1
Clerical	188.9	176.8	365.7	13.2	37.1	50.3	315.4
Crafts	12.4	6.4	18.8	0.5	2.9	3.4	15.4
Operatives	18.0	14.6	32.6	0.8	2.5	3.3	29.2
Laborers excluding farm	3.1	1.1	4.2	0.1	0.7	0.8	3.3
Farmers	0.6	0.2	0.8	0.1	1.4	1.5	-0.7
Farm Laborers	1.2	1.1	2.3	0.0	0.8	0.8	1.5
Service	38.6	31.6	70.2	2.1	9.0	11.1	59.2
Protective	0.3	0.5	0.8	0.1	0.6	0.7	0.2
Other	38.3	31.1	69.4	2.0	8.4	10.4	59.0
Total	960.7	1022.3	1983.0	95.3	265.1	360.4	1622.6

APPENDIX TABLE 11 (Cont'd)

ENTRY INTO AND EXIT FROM OCCUPATIONS, COLLEGE GRADUATES, WOMEN, ALL AGES
(thousands)

	1960-70						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	792.6	516.4	1309.0	-	-	256.7	1052.2
Teachers	543.5	302.2	845.7	79.6	123.9	203.5	642.1
Technicians	22.6	15.1	37.7	2.5	2.2	4.7	33.0
Other	226.5	199.1	425.6	26.4	22.1	48.5	377.1
Managers	42.2	54.8	97.0	4.8	8.5	13.3	83.8
Employees	37.4	51.4	88.8	3.6	6.4	10.0	78.8
Self-Employed	4.8	3.4	8.2	1.2	2.1	3.3	5.0
Sales	24.5	23.6	48.1	3.0	3.5	6.5	41.6
Clerical	118.3	66.5	184.8	17.1	14.9	32.0	152.8
Crafts	5.3	3.1	8.4	0.6	2.2	2.8	5.6
Operatives	7.4	6.1	13.5	0.5	1.8	2.3	11.1
Laborers excluding farm	1.5	0.2	1.7	-0.1	0.3	0.2	1.5
Farmers	0.5	1.7	2.2	0.3	1.7	2.0	0.3
Farm Laborers	0.8	0.7	1.5	0.1	0.5	0.6	0.9
Service	24.2	19.9	44.1	4.1	5.7	9.7	34.3
Protective	0.7	0.0	0.7	0.1	0.5	0.6	0.1
Other	23.5	19.9	43.4	3.9	5.2	9.1	34.2
Total	1017.2	693.0	1710.2	138.8	187.3	326.1	1384.1

APPENDIX TABLE 12

ENTRY INTO AND EXIT FROM OCCUPATIONS, PART COLLEGE WOMEN, ALL AGES
(thousands)

	1970-75						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	275.7	-72.5	203.2	36.6	85.1	121.7	81.6
Teachers	47.6	-58.9	-11.3	9.8	34.2	44.0	-55.2
Technicians	15.6	-52.3	-36.7	3.7	6.5	10.2	-46.8
Other	212.5	38.7	251.2	23.1	44.4	67.5	183.6
Managers	69.3	67.8	137.1	6.3	26.0	32.3	104.8
Employees	61.2	58.3	119.5	4.8	18.3	23.1	96.4
Self-Employed	8.1	9.5	17.6	1.5	7.7	9.2	8.4
Sales	140.1	2.5	142.6	11.9	23.4	35.3	107.3
Clerical	760.3	-52.0	708.3	81.3	122.2	203.5	504.9
Crafts	34.1	19.0	53.1	1.7	7.5	9.2	44.0
Operatives	70.3	30.5	100.8	4.7	6.8	11.5	89.3
Laborers excluding farm	25.6	9.3	34.9	0.8	2.4	3.2	31.7
Farmers	3.9	1.3	5.2	-0.2	2.9	2.7	2.5
Farm Laborers	3.4	2.8	6.2	0.2	1.5	1.7	4.5
Service	273.0	-28.1	244.9	22.2	19.4	41.6	203.3
Protective	4.1	4.1	8.2	0.2	1.4	1.6	6.6
Other	268.9	-32.2	236.7	22.0	18.0	40.0	196.7
Total	1655.8	-19.3	1636.5	165.5	297.1	-462.6	1173.9

APPENDIX TABLE 12 (Cont'd)

ENTRY INTO AND EXIT FROM OCCUPATIONS, PART COLLEGE WOMEN, ALL AGES
(thousands)

	1960-70						
	Entries			Exits			
	New Entries	Net Mobility	Total	Deaths	Retirements	Total	Net Change
Professionals	446.5	40.2	486.7	75.4	103.4	178.8	307.9
Teachers	106.3	-60.8	45.5	31.5	70.0	101.5	-56.0
Technicians	49.9	4.7	54.6	5.5	2.8	8.3	46.3
Other	290.3	96.3	386.6	38.4	30.6	69.0	317.6
Managers	64.0	32.2	96.2	9.6	25.2	34.8	61.4
Employees	54.1	27.6	81.7	7.2	15.1	22.3	59.4
Self-Employed	9.9	4.6	14.5	2.4	10.1	12.5	2.0
Sales	165.2	-3.8	161.4	17.6	19.4	37.0	124.4
Clerical	1045.1	90.9	1136.0	115.3	82.0	197.3	938.7
Crafts	15.5	11.4	26.9	1.9	4.9	6.8	20.0
Operatives	62.6	11.0	73.6	7.0	10.7	17.7	55.8
Laborers excluding farm	9.0	1.1	10.1	0.6	1.1	1.7	8.4
Farmers	3.5	-1.3	2.2	0.9	3.9	4.8	-2.5
Farm Laborers	3.4	-0.8	2.6	0.5	2.1	2.6	0.0
Service	303.4	10.8	314.2	32.9	23.1	56.0	258.2
Protective	3.0	0.3	3.3	0.3	0.6	0.9	2.5
Other	300.4	10.5	310.9	32.6	22.5	55.1	255.8
Total	2118.1	191.8	2309.9	261.8	275.8	-537.6	1772.4